

## **A Guide for District Leaders and School Principals**

### **Comprehensive Assessment of Leadership for Learning (CALL) Data Analysis**

#### **First, Look Across the Data:**

(1) Focus on the Areas Most in Need of Improvement and Areas of Strength Identified by CALL system;

(2) Refer to CALL subdomain chart. Identify specific subdomains that relate to:

- a. Current school or district initiatives,
- b. Areas you would identify as a school strength, or
- c. Areas you would identify as needing improvement

Examine the CALL results in these subdomains to check assumptions and to identify areas for school improvement planning.

#### **Then, Dig Deep:**

(1) Which subdomains are rated unexpectedly low or high?

(2) Which subdomains have you been working on? How are you doing in those subdomains?

(3) If the results surprise you, or you want to take a closer look...

#### **Dig More Deeply:**

(1) Ask school staff when they took the survey, if there were questions that stood out as important areas on which the school needs to work.

(2) Examine the specific survey questions within the subdomain(s) of interest (Item Details).

(3) What is the distribution of scores within key items in those subdomains?

- (4) Ask school staff to brainstorm why your school is scoring high or low in those areas.
- (5) For key practices of interest, are responses consistent or is there disagreement among responders about the current practices of the school?
  - a. If there is disagreement, why might this be?
    - i. Are there pockets of excellence that are not distributed throughout the school?
    - ii. Could there have been a lack of clarity about the specific practice that needs to be clarified among staff?
    - iii. Are leadership practices taking place that not all staff are aware of?
  - b. Based on the data, what leadership practices will you prioritize as most important to improve student learning?

### **Take Action to Strengthen Leadership Practices:**

- (1) Discuss with school staff what specific actions the school can take to strengthen leadership practices and move results to the next level.
- (2) Review the suggestions for improvement in the CALL system.
- (3) Ask school staff what approach they think (either from the CALL system or from other sources) would be the best next step to move leadership for learning forward in the school.
- (4) Incorporate these strategies into school improvement planning efforts. Set specific goals and timelines for strengthening leadership practices, and identify data the school could use to assess results.